



Improving lives THROUGH
supports and services
THAT FOSTER self-determination.

Champions of Employment

Taking a Closer Look at Job Development



Promoting Employment First

Who's in the Audience?



Poll Question #1

What is your role?

- Support Coordinator
- Service Provider
- Regional Office Employee (UR, PR, CLC, SDS, AD, etc.)
- Other State Employee (VR, DHEWD, DBH, RSB, etc.)
- Individual/Family Member
- Other

Waiver Funded Employment Services



Help for Every Step of the Process



Today's Topic



- Focusing on Job Development
- Understanding what this service provides
- Identifying who would benefit from this service
- Knowing how to request this service
- Recognizing what to look for when one receives this service

One Provider's Experience



Richard Coleman

Director of Employment
Resources

UCP Heartland

Board Member

Missouri Chapter – Association
of People Supporting
Employment First

Perception Check

Poll Question #2

How many individuals have you coordinated Job Development for?

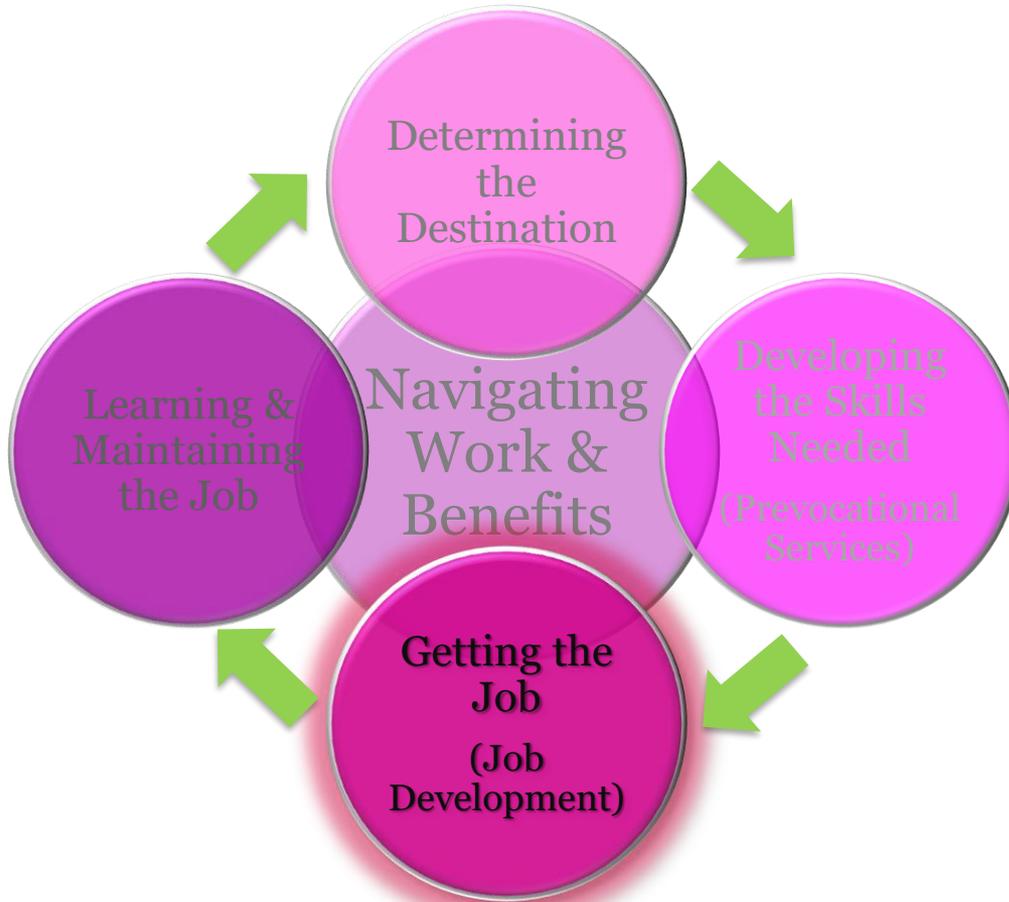
- 10 or more
- 5 – 9 individuals
- 1 – 4 individuals
- 0 individuals

Chatbox Chatter



Tell us about your experience!

Job Development – H0038



Getting the help needed to get the job

- Limited to 240 units
- Focused on securing **individual** employment in integrated settings making at least minimum wage
- Looking at jobs that match the person's interests, abilities, & needed conditions

So what *is* Job Development?



- Interacting with prospective employers
 - Finding out about open positions – including those hidden opportunities
- Networking with people to connect with prospective employers
- Completing job searching activities
 - Completing applications
 - Creating resumes – including video resumes
 - Participating in interviews – including working interviews & practicing interviewing skills
- Researching potential jobs/companies

Tips for SCs



- Help the person identify possible natural supports
- Share your own personal connections to open opportunities
- Connect the individual to other supports/resources that may be needed
- Advocate for the individual - keeping the team focused on those jobs that match the person's interests, skills/abilities, and needed conditions.
- Encourage the person to be active in the process

Please Be Aware...



- Job Development is limited to 240 units per plan year.
 - If needed, additional units can be requested with justification.
- Job Development is offered through VR as well. Therefore must address why person is not using VR for this support.
- Not everyone will require Job Development.

Who makes a good candidate for this service?



- Someone who wants a job but is not eligible for VR, unable to access VR, or has already exhausted VR services.
- Someone who needs support with contacting potential employers, assistance with job interviewing and completing the application process.
- Someone who clearly knows what jobs would make a good job match for him/her
 - Prospective job aligns with current interests
 - Prospective job aligns with current abilities
 - Prospective job meets specific conditions individual needs
- Someone who needs a “customized” approach to employment.
- Someone currently participating in Career Planning &/or Prevocational Services and it is already known that VR is not able to fund support needed to get a job.

How to Request

- Statement of availability/unavailability of VR funding
 - Ineligible for VR funding
 - Not an appropriate VR referral
 - Already exhausted VR funding for this service
- Goal/Outcome – how does this service assist this individual with achieving that outcome?
- Alignment with service definition – make sure what you are requesting fits within the service definition
 - Unit request within service limit
 - Support provided allowed within service definition
 - Support provided matches intent of service

Case Study - Miles



Miles is a 20 year old young man who loves working with his hands. He is also very active & cannot stand sitting in one spot for very long. Miles likes helping his dad with yard work, working on motors/cars, and woodworking. The team feels like Miles would really succeed working part-time in an auto body shop, but would need a very understanding boss & would need an environment that allows him to grow into his position.

Miles has limited communication. He can state his immediate wants & needs, but would need help to answer interview questions. He would also need help with completing applications as his reading & writing is commensurate with a 2nd grader.

Would Miles be a good candidate for Job Development?

Possibly



- We know that Miles needs support with getting a job – completing applications & interviewing.
- We also know that he will most likely need a “customized” approach.
- And we have an idea of what might make a good job match

But what information are we still missing?

Miles

- In order to request Job Development, we would need to know the availability of VR funding?
- To be successful with Job Development, more specific information would be needed regarding potential job matches
 - # of hours wanting to work
 - Specific needed conditions (consistent work schedule, climate-controlled environment, etc.)

Outcome Requirement

Upon completion of Job Development, provider is responsible for creating a completed job retention plan to guide ongoing support needs and includes the following:

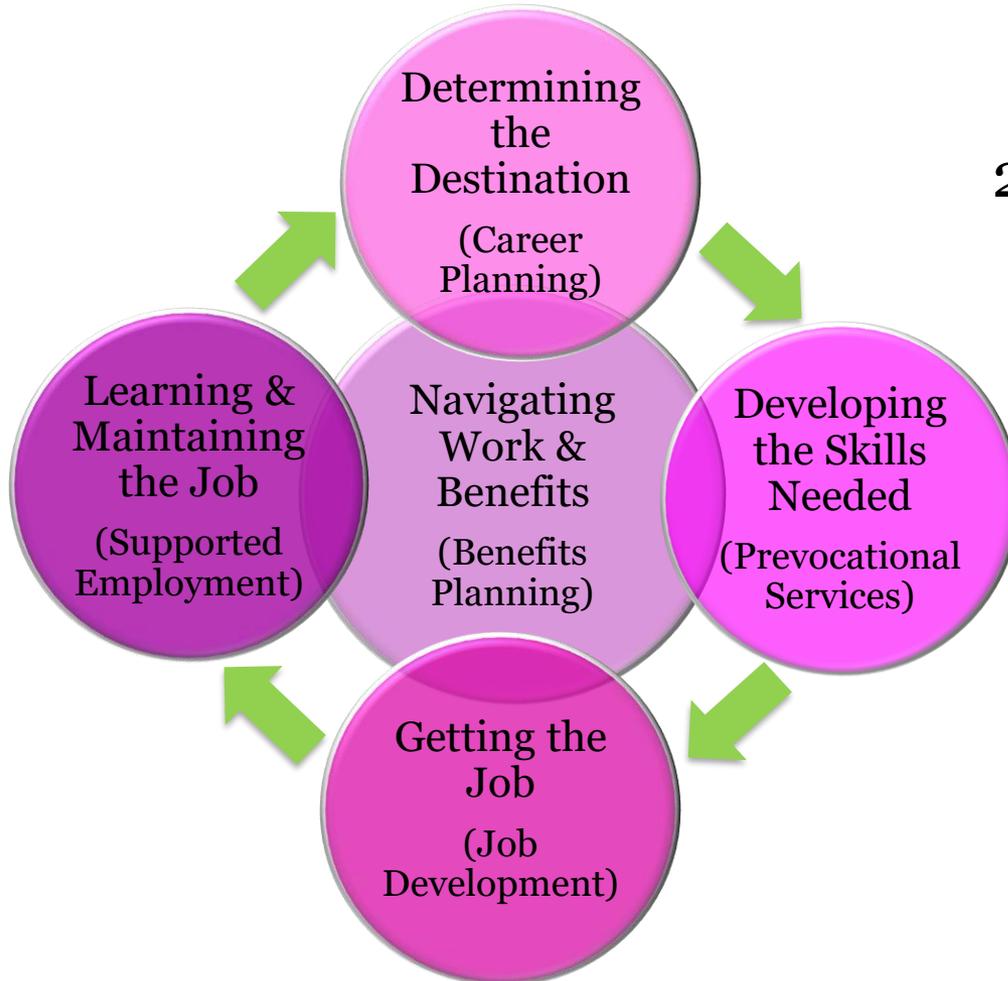
- Outline of job title, wages, and projected average number of hours to be worked each week
- Implementation strategies for paid/natural supports regarding unmet needs (i.e. personal assistance, transportation, skill acquisition, employment onboarding, workplace integration, etc.)

Chatbox Chatter



What do you need to feel more confident in requesting Job Development?

Save the Dates



Champions of Employment Webinars

2nd Wednesday of each month

1:30 – 2:30

March 9th

April 13th

May 11th

Don't Forget



- Please answer the survey questions at the end of this webinar.
- You're feedback will be very useful in making these webinars worthy of your time.

Reach Out Anytime



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THANK YOU!